



DEPARTMENT OF THE ARMY

US ARMY TRANSPORTATION CENTER
210 Dillon Circle
FORT EUSTIS, VIRGINIA 23604-5096

REPLY TO
ATTENTION OF:

ATZF-CS (690-300)

29 MAY 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Mandatory Repromotion Program

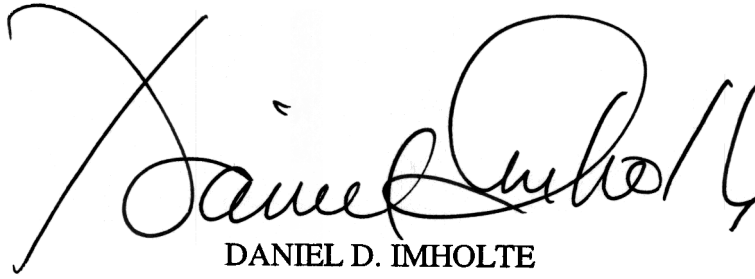
1. Federal agencies are responsible for placement assistance to their employees who have been affected by an adverse action not for personal cause. Under certain conditions, employees may be entitled to priority consideration for repromotion to a vacant position. Priority consideration means the employee is considered for a job non-competitively, before other employees.
2. Current employees who have been involuntarily demoted and who are receiving grade, pay, or salary retention benefits will be granted mandatory repromotion consideration as long as their retention benefits continue. Involuntary demotion is defined as those employees who have been demoted for reasons such as reduction in force (RIF), correction of classification error, return from overseas, declination to transfer with function, or other adverse action not for personal cause. If an employee is qualified and interested, priority consideration will be given for positions at or below the grade from which demoted, but not including "current" grade occupied. Mandatory repromotion consideration will apply to any vacancy under the administrative control of the Commander, US Army Transportation Center (USATC), Fort Eustis, i.e., assigned to UICs W0UVAA and W1D7AA, regardless of the area of recruitment chosen by the selecting official.
3. Every permanent recruit action will be checked to determine whether there are employees currently working in the activity and receiving retention benefits who are eligible for repromotion into the vacancy. If a qualified candidate(s) is identified, the selecting official will be issued a referral before any competitive action is initiated on the position. Selecting officials will make every effort to place employees eligible for repromotion into permanent positions more in line with their retained salary. If it is determined that the referred candidate will not be successful in performing in the position, a request for approval to non-select will be prepared and submitted through the Civilian Personnel Advisory Center (CPAC) to the Chief of Staff, USATC, for final decision. The request must fully document why the applicant does not meet the requirements for the position or could not be expected to successfully perform the duties of the position within a reasonable period of time. Unless valid objections to the placement are submitted, a repromotion eligible employee will be offered repromotion to the higher graded position.

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4. This policy does not apply to any action directed by an individual or organization with authority that overrides this policy such as management settling a discrimination complaint, court decision, or arbitration decision.

5. Policy Brief 690-12, Mandatory Repromotion Program, 17 September 1996, is rescinded effective immediately.

FOR THE COMMANDER:

A handwritten signature in black ink, appearing to read "Daniel D. Imholte", with a large, stylized initial "D" and a flourish at the end.

DANIEL D. IMHOLTE
Colonel, GS
Chief of Staff

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